

Elected Official Compensation Committee Recommendations and Rationale

The elected official compensation committee (EOCC) members are charged with making recommendations for the total compensation package for all elected officials serving Josephine County. The methodology in making the recommendation is based primarily on statistical analysis of what like positions are paid within like counties. "Like counties" is defined as counties within fifty (50) percent population. The reason population is the metric used to determine comparable counties is because State ORS 243.745 (4)(e) mandates comparability be based on population.

County policy states the EOCC and budget committee should strive to keep Elected Official Salary within five (5) percent of the average base salary of comparable counties. Based on that missive, the following recommendations are being made.

1. Follow County policy and move the following positions to within 5% of the average base salary of comparable counties:
 - A. Assessor 3%
 - B. Clerk 1%
 - C. Commissioner 0%
 - D. DA 0%
 - E. Legal Council 8%
 - F. Sheriff 2.5%
 - G. Surveyor 2.5%
 - H. Treasurer 3%
2. Adopt a three tiered salary structure based on tenure with 4% between steps. Lincoln, Linn, Benton as well as Jackson County all have adopted this structure.
3. Adopt a secondary option for PERS of a 6% 457 B contribution with up to another 6% match. This is a lower cost option than PERS and can be used by the County as a model to try and get the State Legislature to grant an exemption to offer another option to PERS for regular staff. If adopted, this could save the County a great deal of money on retirement while offering a potentially better retirement structure for many employees.